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**HOW TO SHAPE THE NEW FUTURE OF YOUR BANK?  
EXECUTIVE PROGRAMME: A STRATEGIC BANK MANAGEMENT REVIEW**

**LECTURERS' SHORT BIOGRAPHIES**

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**Luxembourg  
Financial  
Center**

**Mr Nicolas Mackel**, CEO of Luxembourg for Finance, the Agency for the Development of the Financial Centre, since July 2013.

Nicolas is a career diplomat. He has graduated with a law degree from the University of Aix-en-Provence, and holds two post-graduate diplomas in European law from the Sorbonne University, respectively the College of Europe in Bruges where he then also served as a teaching assistant in the Law Department. He worked as a legal clerk at the European Court of Justice before joining the Ministry of Foreign Affairs in 1999. His assignments focused on the successive EU Treaty negotiations (Amsterdam, Nice, Constitution, Lisbon).

Nicolas was consecutively posted at Luxembourg's Permanent Representation to the EU (2002-07), as Deputy Chief of Mission at Luxembourg's Embassy in Washington DC (2007-11) and as Consul General in Shanghai (2011-13) where he was in charge of promoting Luxembourg's economic interests throughout China as the Executive Director of the Luxembourg Trade and Investment Office.

**Meetings  
with  
CEOs**

**Mr Yves Stein** serves as Group CEO of KBL European Private Bankers (KBL epb), the Luxembourg-headquartered private banking group.

With over €42 billion in assets under management and €41 billion in assets under custody (as of December 31, 2013), KBL epb is widely recognized as a private banking leader.

Stein joined KBL epb in 2013. Previously, he held the position of CEO of Union Bancaire Privée, Europe, in Luxembourg. He earlier served as General Director, Private Banking, at BNP Paribas, Switzerland.

Before this, he held a range of senior positions at MeesPierson, the private bank of Fortis Group, where he rose to the post of Group CEO, Fortis Private Banking. He began his professional career at Banque Générale du Luxembourg, where he served for over a decade.

Stein holds a degree in business and financial sciences from the ICHEC Brussels Management School in Belgium. In 2014, he was recognized by ICHEC for his outstanding professional achievements at the biannual ALICHEC Awards.

Second CEO to be defined (probably Mr Carlo Thill, CEO of BGL BNP Paribas Luxembourg).

### Leadership Behaviors

**Mrs Viviane Harnois** (retired Senior Vice President of HR) has a 35-year career as HR Director and Line Manager, leading People Strategy and Talent Development across a variety of businesses and countries in complex multicultural environments.

In addition she was a key contributor leading or participating in global projects: Leader of the Global Talent Management redesign, Member of the Strategic HR Transformation Team, HR leader for the Private Banking business unit, Leadership Feedback coach for top executives, Leader of several outsourcing projects, integration of acquisitions, creation of a new bank and a major merger.

During this time she was also a Board Member of the IFLB (Luxembourg Financial Training Institute) and is an official ATTF Senior Expert (since 1997).

### Corporate Governance

**A Chief Compliance Officer** of a bank operating in Luxembourg and **member of ILA** – Institute to support directors in Luxembourg

### Banking Strategy and Organization

**Mr Thierry Schuman**, Co-Head Transversal Group Career Management at BNP Paribas. Member of the BGL BNP Paribas Executive Committee, Human Resources; Member of the BNP Paribas HR Executive Committee, BNPP Country HR Director; Member of the Commission on Governance at the CSSF (Luxembourg Bank Supervisory Institution) & Official ATTF Senior Expert.

### Risk Management

**A Chief Risk Officer** of a bank operating in Luxembourg and member of ALRIM (Luxembourg Association for Risk Management)

### Coordinator and Moderator

**Mr Roger Hartmann**, experienced Senior Banker with over 30 years of exposure to various financial centers in Europe, Middle-East, Africa, Asia and Americas.

As Group CEO, Roger collected numerous experiences with growth strategies, development of new markets (including new frontier markets), hub strategies, mergers & acquisitions, transformation of the business model, outsourcing (including BPO and offshoring), cost management (fit for future programs), as well as acute crisis management and spin-offs/liquidations.

Roger is teaching Banking strategy since 1980 in various Universities and Banking Schools, and is an ATTF expert since 2010.

Today, Roger has decided to give back all his experience in order to assist financial institutions to shape their new visions and strategies